

APPEAL OF CLASSIFICATION OF FBIS POSITIONS

a. DL013 Deputy Chief, London Bureau

FBIS Present: GS-14

FBIS Requests: GS-15

PMCD Determination: GS-14

The Deputy Chief, London Bureau, is supervised by an SIS-1/2 Chief. The deputy provides day-to-day management of the 24-hour monitoring, editorial, and communications activities at one of FBIS' two largest bureaus and our most productive overseas operation. The bureau has [] American staff employees and [] non-Americans; it produces over 2 million words per month, primarily on the USSR and Eastern Europe. []

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The deputy chief assists and advises the bureau chief in all aspects of bureau management. According to the PMCD report, "such duties as the leasing of housing, budget, embassy matters, staffing, MODE and releasing of correspondence" are generally not delegated by the bureau chief. In fact, the deputy chief is deeply involved in all these duties, as required by the deputy's position description. As the Office of Personnel must be aware, the London Bureau Administrative Section, which is headed by a staff officer, handles details of budget and MODE, but final responsibility rests with bureau management. The deputy chief, moreover, is deeply involved in dealings with the American Embassy, makes an essential input into the chief's decisions on staffing (indeed, makes the decision in the chief's absence) and routinely releases correspondence in conformity with established FBIS procedures. Housing and FSN staffing are routinely handled by the deputy. []

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As the PMCD report indicates, the deputy is "heavily involved in the operations of the bureau and the liaison work planning and tasking effort with the BBC counterpart." In fact, this duty of the deputy is fundamental to the bureau's mission. The BBC Monitoring Service performs all voice monitoring for FBIS in London and the arrangement between the two monitoring services, in effect for over 40 years, has proved highly beneficial to both sides. If the U.S. Government had to provide the service now rendered by BBC, it would cost somewhere around \$10 million a year. The day-to-day responsibility for insuring that the arrangement continues and functions smoothly is that of the deputy chief. The deputy is also responsible for operational coordination with [] [] with whom FBIS also maintains an exchange of information. []

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The survey report determined that the grade of the deputy chief position at Okinawa Bureau should remain a GS-14 (FBIS had requested a GS-15) because the Okinawa deputy chief concentrated on "internal activities of the bureau" and has very little contact with U.S. military or local

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Japanese officials. Yet, the London Bureau deputy chief has as a primary duty the maintenance of continued contact with British and [redacted] officials and the effective conduct of this duty is crucial to the bureau's mission. [redacted]

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From this it appears that two different sets of criteria were used in evaluating the London and Okinawa bureau deputy chief positions. It appears to us that only one set of criteria can be applicable. If the lack of external liaison duties holds the Okinawa position at the GS-14 level, these vital duties at London, in addition to the full range of normal internal duties, surely support the request for regrading at GS-15. Moreover, it should be noted the London deputy was absent from post on emergency leave during the classifier's visit and so was not actually interviewed or observed in the job. [redacted]

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FBIS sees one additional reason for grading the deputy's position at GS-15. The job is clearly a senior FBIS position. We have traditionally assigned only our very strongest GS-14's to this post. It is so important to our mission that we have only assigned officers with considerable field experience and a demonstrated ability to negotiate on a day-to-day basis with senior foreign government officials. Grading this position at GS-15 would mean that FBIS would be able to continue to assign officers of high potential to this post and that most future assignees will be those with experience as a bureau chief. [redacted]

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b. GU040 Chief, Engineering Division

FBIS Present: GS-15 (TA)

FBIS Requests: SIS-1/2

PMCD Determination: GS-15

The FBIS engineering function is entering into an era from which major, complex programs are being developed that will influence the entire character of the office (and its operational environment). This direction and emphasis has been initiated by upper management at the directorate level and DDS&T has personally approved the FBIS implementation. This implementation requires that management of the engineering activity possess the experience, breadth of purview, and technical background found only in an SIS, or supergrade officer. It is essential that the incumbent be personally capable of in-depth technical review and analysis of projects such as satellite earth terminals, international telecommunications standards, and electromagnetic wave propagation. Management and purview requirements must be of the highest caliber, tempered by broad experience. This is so because the programs and projects are highly sophisticated, the staff is very lean compared to the task, and the incumbent must act as the technical voice for the entire office. [redacted]

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In the latter regard the individual filling the Chief, Engineering Division position acts as the technical representative for the office, directly advises the Director and upper management, and

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presents the technical programs/plans that FBIS intends to pursue to upper directorate and Agency management. Implicit in carrying out the responsibilities of the defined position are the requirement to conceptualize systems for the future to ensure the FBIS mission is acting in concert with modern technology, develop these concepts to the practical program stage, and to be totally familiar with the contractual cycle. The latter of course implies full technical abilities (senior COTR for multimillion dollar projects, of which there are at least two in the current year) and full awareness of contracting procedures, regulations, and legal restrictions. ☐

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These endeavors that we are judged by are a reflection of competence, dedication, and quality of the leadership as much as the soundness of the body of the organization. It is imperative that FBIS have the organizational structure to staff its management levels with the type of people that will reflect well internally, thus attracting the proper mix of employees, and reflect well externally assuring that programs are well executed, meaningful in response to requirements, and effectively presented to upper Agency management and other elements of the Intelligence Community. The latter point aids the office, the directorate, and the Agency. And, the above also serves the intelligence function which is the mission of the Agency. Such a position compares favorably with like responsibilities in other Agency offices. Due to the emerging nature of engineering within FBIS it is mandatory that in the interest of objectivity and correctness that comparisons be made on the basis of substance and degree of responsibility/accountability rather than transitory budgets and staff head counts. ☐

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It is clear that to create and maintain the proper organization to serve the mission of FBIS, S&T, and the Agency the position must be at the supergrade level. The contention that the chief of this division not be at the SIS level and that members of the critical Design Branch be allocated positions on a temporary basis (e.g., to be reevaluated in a year) is a powerful disincentive to staffing the division adequately, a staffing that is absolutely necessary in order that the FBIS mission be accomplished. ☐

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c. HF891 Austrian Bureau Technical Staff Position

FBIS Present: GS-11

FBIS Requests: GS-12 or 13

PMCD Determination: GS-11

The PMCD report incorrectly states that FBIS requested a GS-11 for this position. In fact, FBIS requested a GS-12. The complexity of this position and the requirements for technical expertise are such that it demands an electronic specialist at least at the GS-12 skill level. Because of the evolving importance of this particular position significant responsibilities in both the technical and liaison areas have been

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assigned. In addition, supervision of five foreign national technicians who operate the nerve center of the collection activity is a major assigned task of this position. ☐

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Technically the incumbent must maintain the terminal and feeding equipment for two multiple purpose international telecommunications voice circuits, interface with the military AUTODIN switch in Germany which provides bureau RTTY communications, and coordinate with the BBC. The latter function is dictated by the presence of a significant amount of BBC equipment installed in the bureau which in turn requires constant interaction over international circuits with BBC counterparts in Caversham Park, England. The scheduling of personnel and dynamic control of technical equipment needed for feeding radio programs, facsimile transmission of hard copy information transfer, and the necessary coordination for line maintenance is a time consuming, demanding assignment which requires significant technical and coordination capabilities as well as a diplomatic and patient approach for BBC. ☐

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As in the case of all bureau engineers, FBIS wide, the incumbent is responsible for local contractor interface on technical matters, procurement of local technical supplies, liaison and coordination with local Austrian communications authorities (PTT), and maintenance, calibration, and trouble shooting of the bureau equipment. An unusual assignment peculiar to Austrian Bureau is responsibility for the Brindisi emergency monitoring site. This facility, located in southern Italy, is a standby unit which must be kept in a state of technical readiness because of its integrated functional relationship to the Austrian Bureau for Balkan crisis coverage. The incumbent is required to assume total technical responsibility for this unit and for cooperation with U.S. military authorities in Italy. In addition to the above the engineer filling this position is expected to prepare plans for the equipment and/or facilities improvement. ☐

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The Austrian Bureau position is similar to other bureau engineers and in fact has a similar job description, AWP, and general assignments. Variations in the responsibilities of bureau engineers are caused by geographic locations. These variations do not, however, represent the majority of the individual's assignment. Given the consistency of FBIS bureau engineering assignments, the peculiarities of this position, and the need to have interchangeability between field personnel this position should be regraded to GS-12. Such action represents a major step toward parity of grade and assignment within FBIS. ☐

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FBIS also requested upgrading of the engineer position at London Bureau to provide a regional engineering capability for Europe and Africa. This request was refused by PMCD, but there still remains the need for a regional engineering capability in Europe. Since the London grade request was turned down the Austrian Bureau engineer will be required to fill the regional engineering role. Parity with other regional engineer positions would argue for regrading of the Austrian Bureau position at GS-13, at least until the London position can be more firmly established and reviewed. ☐

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CLASSIFICATION APPEALS

Classification findings by PMCD concerning Agency General Schedule and wage grade positions may be appealed by the head of a component in writing to the D/PPPM within 30 calendar days of notification of such findings. The component head may request in writing to the D/PPPM an extension of the 30-day limit when additional time is necessary for submitting a meaningful appeal, provided that the requested time extension is specifically stated. After review of the appeals, the D/PPPM will decide which findings will be implemented on staffing complements. If there is disagreement with the decisions of the D/PPPM, the head of the component may refer the matter to the appropriate Deputy Director who, after review of the determination, may meet with the D/PPPM to reconcile the issues involved. If the D/PPPM sustains the original appellate decisions, the Deputy Director may submit an appeal through the D/PPPM to the Deputy Director of Central Intelligence for final adjudication.